

WBAL-TV
Exhibit 19

VACANCY ANNOUNCEMENTS -- Form BP-05

J

Title of Vacancy: FULL-TIME (AM) PRODUCER / BOARD OP.
PART-TIME (AM) OVERNIGHT PRODUCER

Date Vacancy Opened: 7/10/09

Vacancy Filled:

Vacancy information for the above job title was announced using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these announcements are attached to this form.

Type of Announcement	Date of Announcement	Type of Announcement	Date of Announcement
Recruitment Sources ^{E-mail} mail	7/10/09		
Post wbec.com	7/10/09		
Post HearstTV Inc Careers	7/10/09		
Post TSU ^{website} Career Center	7/13/09		
Post McDaniel ^{website} Career Center	7/13/09		
Careerbuilders.com	7/10/09		
Post Internal	7/13/09		

*****Remember to attach copies of the announcements. Do Not Put in Public File.*****

INTERVIEWEE INFORMATION – Form BP-04

Job Title of Vacancy: Morning News Board Op - Producer

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	Jeff Lacap	wbal.com			
2	Ronald Stafford	wbal.com			
3	Casey Willett	Dave Sandler – from internal posting			
4	Steven Ray	Career Builder			
5	Paulette Smith	Career Builder			
6	Johnny Goldsmith	wbal.com			

***** Use additional pages as needed. Do Not Put in Public File. *****



WBAL Radio has an immediate opening for a full time PRODUCER/ BOARD OP.

We are looking for someone with excellent board skills, and the ability handle a live, complex broadcast with fast changing events.

Applicants should have strong audio editing skills, and be computer and web savvy. The position also requires someone who stays up to date on news and current events. Experience with AudioVault and Adobe Audition or similar programs is a plus.

Send resume to: Mike Wellbrock, Executive Producer, WBAL Radio, 3800 Hooper Avenue, Baltimore, MD 21211 or by e-mail at mwellbrock@hearst.com. Minorities & females are encouraged to apply. EEO.

Hearst Television Inc

Hearst Television Inc Careers

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FULL-TIME PRODUCER/BOAR OPERATOR

Category: [Program - Production](#)

Location: [Baltimore, MD - WBAL-AM](#)

Posted: 07/10/2009

Full-Time/Part-Time: Full Time

Compensation:

Description:

WBAL Radio is looking for someone with excellent board skills, and the ability to handle a live, complex broadcast with fast changing events.

Requirements:

Applicants should have strong audio editing skills, and be computer and web savvy. the position also requires someone who stays "up to date" on news and current events.

Experience:

Experience with AudioVault and Adobe Audition or similar programs is a plus.

To apply:

Send resume to Mike Wellbrock, Executive Producer, WBAL Radio, 3800 Hooper Avenue, Baltimore, MD 21211 or by e-mail at mwellbrock@hearst.com.

Minorities and females are encouraged to apply. EEO

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Viewing Job: 15037/Producer/Board Operator

The changes you made to this job have been saved and submitted.

[Profile View](#)

[Position Information](#)

[Contact Information](#)

[Posting Information](#)

Position Information

To update information in the 3 sections below, click the Edit button in each section. Required Information Section below contains important fields. Please read carefully.

***Job ID:** 15037

***Job Title:** Producer/Board Operator

Job Reference Num:

Organization Name: HEARST-ARGYLE TELEVISION, INC.

No of Openings: 1

Work Schedule: Full-time

Hours per Week:

Wage/Salary:

Employment Start Date: ASAP

Employment End Date:

Supervisor: Mike Wellbrock

***Job Description:** WBAL Radio has an immediate opening for a

We are looking for someone with excellent broadcast with fast changing events.

Qualifications: Applicants should also be web savvy, computer skills. Experience with AudioVault and Adobe.

***Application Instructions:** Send resume to: Mike Wellbrock, Executive Producer
e-mail mwellbrock@hearst.com.
Minorities & females are encouraged to apply.

Contact Information

First Name: Yvette

Middle Initial: L

Last Name: Hale

Address Line 1: WBAL Radio

Address Line 2: 3800 Hooper Avenue

City: Baltimore

State: MD

Zip: 21211

Map to Address Above: [Online Map](#)

Phone: 410-338-6637

Fax:

Email: yhale@hearst.com

Website:

Posting Information

Please read carefully, this section contains important information. Required fields are marked with an asterisk (*).

- **Applicant Type-** Select type of applicant. To multi-select, hold down CTRL
- **Expiration Date-** Enter deadline to apply for position or today's date to close
- **Show Contact Information-** Allows students to view your Contact Information. If you do not want to allow online referrals, list requirements in the Application Instructions
- **Allow Online Referrals-** Allows students to personally apply for the position. If you do not want to allow online referrals, list requirements in the Application Instructions

Job Location: Production

Job Category: Production

Position Type: Full-time Entry-level

***Applicant Type:** Full-Time

Minimum GPA:

Work Authorization Status:

Graduation Start:

Graduation End:

Classification:

Degrees:

Majors:

Screen Minimum GPA ☐ : No

Screen Work Authorization Status: No

Screen Graduation Range: No

Screen Classification: No

Screen Degrees: No

Screen Majors: No

***Post Date:** 7/14/2009

***Expiration Date:** 8/14/2009

Show Contact Info: No

Allow Online Referrals: No

McDaniel College

College Central Network Services

July

Job Detail Information**Job Information****Job ID** 1712633**Job Title** FULL-TIME PRODUCER/BOARD OPERATOR**Job Description** We are looking for someone with excellent board skills, and the ability to handle a live, complex broadcast with fast changing events.**Type of Job** Full Time**Job Location** Baltimore, Maryland**Posting Date** 07/18/2009**Expiration Date** 08/14/2009**Job Requirements****Degrees Wanted** None Required**Majors Wanted** Any Major**Job Targets Wanted** Communications - Multimedia;
Communications - Radio, Television,
Digital**Special Skills Wanted** Experience with AudioVault and
Adobe Audition or similar programs is
a plus.**Other Job Requirements** Applicants should have strong audio
editing skills, and be computer and
web savvy. The position also requires
someone who stays up-to-date on
news and current events.**Company Information****Company Name** WBAL Radio**Employer Web Site** <http://wbal.com>**Company Description** Hearst-Argyle Television, Inc., a New
York Stock Exchange listed company
(symbol: "HTV") is
one of the country's largest owners
of television stations. The company's
27 TV stations and
two radio stations, which are among
the nation's most-honored for their
local-news and community-service
leadership, stretch from Boston to
Honolulu and from Orlando to
Sacramento.Hearst-Argyle is the second-largest
owner of NBC affiliated TV stations,
and is the largest ABC affiliate

group owner, and also owns two CBS affiliates and a WB affiliate. With NBC, Hearst-Argyle is a partner in popular syndicated television programming. Hearst-Argyle's partner Internet Broadcasting Systems (IBS) is the leader in local TV-Web convergence.

Hearst-Argyle is majority-owned by The Hearst Corporation, a leading publisher of newspapers and monthly magazines and partner in national cable programming networks.

Equal Opportunity Employer Yes

Contact Information

Contact Name: Mike Wellbrock
Address: 3800 Hooper Avenue
Baltimore, MD 21211
E-mail: mwellbrock@hearst.com
e-mail Mike Wellbrock, WBAL Radio
Application Instructions Executive Producer at
mwellbrock@hearst.com

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careerbuilder.com

FULL-TIME PRODUCER/BOARD OPERATOR

Hearst Radio, Inc.

Location:	3800 Hooper Avenue Baltimore, MD 21211 ( Map it!)
Employee Type:	Full-Time Employee
Industry:	Broadcasting - Radio - TV
Manages Others:	No
Job Type:	Media - Journalism - Newspaper
Education:	High School
Experience:	Not Specified
Relocation Covered:	No
Posted:	7/10/2009
Contact:	Mike Wellbrock

Description WBAL RADIO has an immediate opening for a FULL-TIME PRODUCER/BOARD OPERATOR. We are looking for someone with excellent board skills, and the ability to handle a live, complex broadcast with fast changing events.

Requirements Applicants should have strong audio editing skills, and be computer and web savvy. The position also requires someone who stays "up-to-date" on news and current events. Experience with AudioVault and Adobe Audition or similar programs is a plus.

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July 10, 2009

Mrs. Tova Jaffee
Jewish Vocational Services
1515 Reisterstown Road
Baltimore, MD 21208

Dear Mrs. Jaffee:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

WBAL RADIO SEEKS – FULL-TIME PRODUCER/BOARD OPERATOR

We are looking for a creative individual who stays informed on news and current events. Should be able to prioritize tasks and elements of a show in a fast paced "live" environment. Applicants should also be computer literate and have strong audio mixing and editing skills. Experience with AudioVault and Adobe Audition or similar programs would be a plus.

Send resume to: Mike Wellbrock, Executive Producer, WBAL Radio, 3800 Hooper Avenue, Baltimore, MD 21211 or by e-mail at mwellbrock@hearst.com. Minorities & females are encouraged to apply. EEO.

Please refer all qualified applicants to us by 7/31/09. At this time, we anticipate that a hiring decision will be made on or about 8/15/09.

If you know of qualified applicants who may be interested in applying for this position, please do not hesitate to refer them directly to me. Also, if you know of any other organization that may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mrs. Deidre Hill
Job Recruitment
BCCC
2901 Liberty Heights Ave.
Baltimore, MD 21215

Dear Mrs. Hill:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mrs. Mary Johnson
Bowie State University
Career Develop. Center
14000 Jericho Park Road
Bowie, MD 20715

Dear Mrs. Johnson:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mrs. Lucy Wase
College of Notre Dame
4701 N. Charles Street
Baltimore, MD 21210

Dear Mrs. Wase:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mrs. Stacey Smith
Community Organized to Improve Life
1200 W. Baltimore Street
Baltimore, MD 21223

Dear Mrs. Smith:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mr. Hal Malone
Community Assistance Network
7701 Dunnaway
Dundalk, MD 21222

Dear Mr. Malone:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mr. James Thornton
Coppin State College
2500 W. North Avenue
Baltimore, MD 21216

Dear Mr. Thornton:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Send resume to: Mike Wellbrock, Executive Producer, WBAL Radio, 3800 Hooper Avenue, Baltimore, MD 21211 or by e-mail at mwellbrock@hearst.com. Minorities & females are encouraged to apply. EEO.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Emma L. Bowen
Foundation for Minority
Interest in Media
524 W. 57th Street
New York, NY 10019

Dear Emma:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

WBAL RADIO SEEKS – FULL-TIME PRODUCER/BOARD OPERATOR

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Ernie Mosbyu
Gov. Office of Minority Affairs
6 St. Paul Street
Baltimore, MD 21202

Dear Mr. Mosbyu:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mrs. Mary DeManss
Loyola College
4501 N. Charles Street
Baltimore, MD 21210

Dear Mrs. DeManss:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mr. Tom Dolan
Media Management
3 North Court Street
Frederick, MD 21701

Dear Mr. Dolan:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mr. William Carson
Career Develop. Office
Morgan State University
1700 E. Coldspring Lane, C224
Montebello Complex
Baltimore, MD 21251

Dear Mr. Carson:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Mrs. Ellen Yerman
Career Develop. Office
Villa Julie College
1525 Greenspring Valley Road
Stevenson, MD 21153

Dear Mrs. Yerman:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Career Develop. Office
Howard University School of Communications
525 Bryant Street, NW
Washington, DC 20059

Dear Career Develop Office:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Sincerely,

Yvette L. Hale
EEO Coordinator



July 10, 2009

Ruby Stemmie
Gov. Commission on Hispanic Affairs
301 W. Preston St., Suite 1502
Baltimore, MD 21201

Dear Mrs. Stemmie:

Hearst Radio, Inc, license of station WBAL/WIYY Radio, Baltimore, MD 21211 requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

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Send resume to: Mike Wellbrock, Executive Producer, WBAL Radio, 3800 Hooper Avenue, Baltimore, MD 21211 or by e-mail at mwellbrock@hearst.com. Minorities & females are encouraged to apply. EEO.

Please refer all qualified applicants to us by 7/31/09. At this time, we anticipate that a hiring decision will be made on or about 8/15/09.

If you know of qualified applicants who may be interested in applying for this position, please do not hesitate to refer them directly to me. Also, if you know of any other organization that may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Sincerely,

Yvette L. Hale
EEO Coordinator